

State	COVID 19 Teleworker Nexus/Tax Guidance as of 7-10-20	Reference	Tax types addressed in guidance
Alabama	During the federally declared period of emergency due to the coronavirus (COVID-19) pandemic, Alabama will not change withholding requirements for businesses based on an employee's temporary telework location within Alabama that is necessitated by the pandemic and related federal or state measures to control its spread. Alabama will not consider temporary changes in an employee's physical work location during periods in which temporary telework requirements are in place due to the pandemic to impose nexus or alter apportionment of income for any business.	Alabama Department of Revenue FAQ (5/12/2020)	CIT, WH
District of Columbia	Notice issued on April 10th. The Office of Tax and Revenue will not seek to impose corporation franchise tax or unincorporated business franchise tax nexus solely on the basis of employees or property used to allow employees to work from home (e.g., computers, computer equipment, or similar property) temporarily located in the District during the period of the declared public emergency and public health emergency, including any further extensions by the Mayor.	<a href="https://otr.cfo.dc.gov/release/otr-tax-notice-2020-05-covid-19-emergency-income-and-franchise-tax-nexus">https://otr.cfo.dc.gov/release/otr-tax-notice-2020-05-covid-19-emergency-income-and-franchise-tax-nexus</a>	CIT
Georgia	FAQ posted on website. The Department will not use someone's relocation, that is the direct result of temporary remote work requirements arising from and during the Corona Virus pandemic, as the basis for establishing Georgia nexus or for exceeding the protections provided by P.L. 86-272 for the employer of the temporarily relocated employee. Also, if the employee is temporarily working in Georgia, wages earned during this time period would not be considered Georgia income and therefore the company is not required to withhold Georgia income tax.	<a href="https://dor.georgia.gov/coronavirus-tax-relief-faqs">https://dor.georgia.gov/coronavirus-tax-relief-faqs</a>	CIT and WH
Illinois	Employee compensation is subject to Illinois Income Tax Withholding when the employee has performed normal work duties in Illinois for more than <b>30 working days</b> . If an Illinois resident employee has performed work for more than <b>30 working days</b> from their home in Illinois for an out-of-state employer, the employer may be required to register with the Illinois Department of Revenue (IDOR) and withhold Illinois Income Tax from the employee.	Illinois Department of Revenue Information Bulletin FY 2020-29 May 2020	WH
Indiana	Published a FAQ on website. In response to the new remote work requirements associated with the COVID-19 pandemic, the Indiana Department of Revenue will not use someone's relocation, that is the direct result of temporary remote work requirements arising from and during the COVID-19 pandemic health crisis, as the basis for establishing Indiana nexus or for exceeding the protections provided by P.L. 86-272 for the employer of the temporary relocated employee.	<a href="https://www.in.gov/dor/7078.htm">https://www.in.gov/dor/7078.htm</a>	CIT

Iowa	Presence of employees temporarily telecommuting from within Iowa due to the COVID-19 pandemic emergency will not establish income tax nexus for a business. Individual income tax and withholding tax have not been modified by the COVID-19 pandemic.	<a href="#">Iowa DOR Press Release 6/1/2020</a>	CIT, WH
Maryland	The Comptroller's Office does not intend to change or alter the facts and circumstances it has consistently used to determine nexus or income sourcing. The Office understands that many businesses have been required or otherwise found it necessary during the COVID-19 health emergency to temporarily alter their workplace model and deployment of their employees. The Office further understands that this was done in order to comply with the various gubernatorial executive orders and health department and CDC recommendations on social distancing. Consequently, the Office will recognize the temporary nature of a business' interim workplace model and employee deployment in light of and during the current health emergency and will not use these temporary measures to impose business nexus, to alter the sourcing of business income, or to impose additional withholding requirements on the employer.	Maryland Comptroller Tax Alert 5-4-2020	WH, CIT
Massachusetts	<p>Compensation received for personal services performed by a non-resident who, immediately prior to the Massachusetts COVID-19 state of emergency, was an employee engaged in performing such services in Massachusetts, and who during such emergency is performing such services from a location outside Massachusetts due solely to the Massachusetts COVID-19 state of emergency, will continue to be treated as Massachusetts source income subject to personal income tax and withholding.</p> <p>A resident employee suddenly working in Massachusetts due to the COVID-19 pandemic who continues to incur an income tax liability in another state due to that state's sourcing rule will be eligible for a credit for taxes paid to that other state. The employer of such employee is not obligated to withhold Massachusetts income tax to the extent the employer remains required to withhold income tax with respect to the employee in such other state. 830 CMR 62.5A.3</p> <p>For the duration of the COVID-19 state of emergency in Massachusetts, the presence of one or more employees that previously worked in another state but, solely due to the COVID-19 pandemic, are working remotely from Massachusetts, will not in and of itself trigger nexus for sales and use tax collection purposes, corporate income tax, or cause loss of PL 86-272 protection. Services performed by such an employee in Massachusetts will not be considered to increase the numerator of the employer's payroll factor for corporate apportionment purposes. TIR 20-5</p>	<a href="https://www.mass.gov/regulations/830-CMR-625a3-massachusetts-source-income-of-non-residents-telecommuting-due-to-covid">https://www.mass.gov/regulations/830-CMR-625a3-massachusetts-source-income-of-non-residents-telecommuting-due-to-covid</a>	WH, CIT, ST

Minnesota	FAQ posted on their website indicating that remote employees working in the state during the pandemic will not create nexus for sales tax or corporate income tax. A separate question addresses withholding tax and indicates that generally, an employer that transacts business or derives income from sources in Minnesota must withhold for employees.	<a href="https://www.revenue.state.mn.us/covid-19-faqs-businesses">https://www.revenue.state.mn.us/covid-19-faqs-businesses</a>	CIT, ST, WH
Mississippi	3/26/2020 Press Release. During the period of national emergency, Mississippi will not change withholding requirements for businesses based on the employee's temporary telework location. Mississippi residents are taxable on their total income, regardless of where they work. However, we will not impose any new withholding requirements on the employer. Mississippi will not use any changes in the employees temporary work locations due to the pandemic to impose nexus or alter apportionment of income for any business while temporary telework requirements are in place.	<a href="https://www.dor.ms.gov/Documents/COVID%20Extensions%20Press%20Release.pdf">https://www.dor.ms.gov/Documents/COVID%20Extensions%20Press%20Release.pdf</a>	CIT with apportionment specifically addressed, WH
Nebraska	Employers will not need to change how they report and withholding taxes for employees working remotely due to the COVID-19 pandemic.	<a href="#">FAQ 5/19/2020</a>	WH
New Jersey	Publication/FAQ on website.	Withholding and sales tax: <a href="https://www.state.nj.us/treasury/taxation/freqqite.shtml">https://www.state.nj.us/treasury/taxation/freqqite.shtml</a> Corporate Income Tax: The Division will temporarily waive the impact of the legal threshold within N.J.S.A. 54:10A-2 and N.J.A.C. 18:7-1.9(a) which treats the presence of employees working from their homes in New Jersey as sufficient nexus for out-of-state corporations. In the event that employees are working from home solely as a result of closures due to the coronavirus outbreak and/or the employer's social distancing policy, no threshold will be considered to have been met. <a href="https://www.state.nj.us/treasury/taxation/covid19-payroll.shtml">https://www.state.nj.us/treasury/taxation/covid19-payroll.shtml</a>	WH, ST, CIT

North Dakota	<p>Published a FAQ on website.</p> <p>The state will not assert corporate income tax nexus solely due to temporary pandemic-related telecommuting arrangements. The FAQ further provides that “if the telecommuting is attributable to a COVID-19 related response and is intended to be temporary, North Dakota will not require inclusion of that payroll in the numerator of the payroll factor.”</p>	<p><a href="https://www.nd.gov/tax/covid-19-tax-guidance/">https://www.nd.gov/tax/covid-19-tax-guidance/</a></p>	<p>CIT with apportionment specifically addressed.</p>
Pennsylvania	<p>Informal statement issued through customer support portal. Pennsylvania Customer Support Answers - Corporate Nexus, Pa. Dept. of Rev., Answer ID 374, 4/03/2020.</p>	<p>PA governor's order, <a href="https://www.governor.pa.gov/wp-content/uploads/2020/03/20200306-COVID19-Digital-Proclamation.pdf">https://www.governor.pa.gov/wp-content/uploads/2020/03/20200306-COVID19-Digital-Proclamation.pdf</a>, allowed agency heads to waive certain obligations during the pandemic.</p>	<p>The informal statement indicated that the Department will not seek to impose sales tax or corporate net income tax nexus on the basis of in-state teleworkers during the pandemic.</p>
Philadelphia	<p>Nonresident employees working for Philadelphia-based employers are not subject to Philadelphia Wage Tax during time they are required to work outside of Philadelphia. Nexus for BIRT and NPT is waived for employees normally working outside the city but working temporarily from home in Philadelphia solely as a result of the COVID-19 pandemic. Such wages will not be sourced to Philadelphia for purposes of BIRT and NPT</p>	<p>City of Philadelphia Department of Revenue, Wage Tax Guidance, 5/4/2020; BIRT and NPT Nexus and Apportionment Guidance, 4/22/2020</p>	<p>Wage Tax, BIRT, NPT</p>
Rhode Island	<p>For the duration of Rhode Island’s coronavirus state of emergency, the Rhode Island Division of Taxation will not seek to establish nexus for Rhode Island sales and use tax or corporate income tax purposes solely because an employee is temporarily working from home during the state of emergency, or because an employee is temporarily working from home during the state of emergency and is using property to allow the employee to work from home (e.g., computers, computer equipment, or similar property) temporarily during the state of emergency. The State of Rhode Island will continue to treat as Rhode Island-source income the income of employees who are non-resident individuals temporarily working outside of Rhode Island solely due to the COVID-19 State of Emergency. The State of Rhode Island will not require employers located outside of Rhode Island to withhold Rhode Island income taxes from the wages of employees who are resident individuals who are temporarily working within Rhode Island solely due to the COVID-19 State of Emergency.</p>	<p>ADV 2020-24 5/28/2020</p>	<p>CIT, ST, WH</p>

South Carolina	Effective from March 13, 2020 through September 30, 2020, South Carolina will not use the temporary change of an employee's work location during the COVID-19 relief period to impose a South Carolina withholding requirement. The Department will not use changes solely in an employee's temporary work location due to the remote work requirements arising from, or during, the COVID-19 relief period as a basis for establishing nexus <sup>1</sup> or altering apportionment of income.	SC INFORMATION LETTER #20-11 5/15/2020	CIT, ST, WH
Vermont	Nonresident temporarily working and living in Vermont will owe Vermont income tax on income earned in the state, even if it is because of COVID-19.	Department of Taxes Notice June 2020	WH